Unit 201: Employment and employability in the building services engineering sector

# Worksheet 10: Equality and diversity in the BSE industry

**Task 1**: Answer the following questions about the importance of equality and diversity in the BSE industry:

1. How does promoting equality and diversity benefit industry?

Answer: It helps to attract a diverse range of talented workers, which can improve innovation, creativity and productivity. It also helps to create a more inclusive workplace, which can improve employee morale and reduce turnover.

1. Provide three examples of ways to promote equality and diversity within industry?

Answer examples:

* implementing fair hiring practices
* providing equal opportunities for training and career advancement
* creating an inclusive workplace culture
* ensuring that company policies and practices do not discriminate against any individual or group.

1. How can promoting equality and diversity help to address the skills shortage within industry?

Answer: It can help to address the skills shortage by attracting a wider pool of talent, including those from traditionally underrepresented groups. This can help to fill skills gaps and ensure that the industry has access to the best and brightest workers.

1. Describe three challenges faced by industry when promoting equality and diversity?

Answer examples:

* deeply ingrained cultural and societal biases
* a lack of diversity in leadership positions
* a lack of understanding about the benefits of promoting equality and diversity.

1. How can individuals within industry contribute to promoting equality and diversity?

Answer: By educating themselves and others about the importance of diversity, challenging biases and discriminatory practices, being inclusive in their interactions with others and actively seeking out diverse perspectives and experiences. They can also support and participate in initiatives and organisations that promote equality and diversity in industry.

**Task 2**: Fill in the gaps in the following sentences with the correct word(s) related to the protected characteristics under the Equalities Act and their relevance in the BSE industry:

1. Everyone has the right to work in an environment that is free from \_\_\_\_\_\_\_ and \_\_\_\_\_\_\_.

Answer: discrimination, harassment

1. The nine protected characteristics under the Equalities Act include \_\_\_\_\_\_, \_\_\_\_\_\_, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, \_\_\_\_\_\_\_ or \_\_\_\_\_\_\_\_, sex and \_\_\_\_\_\_\_.

Answer: age, disability, religion or belief, sexual orientation

1. The BSE industry promotes \_\_\_\_\_\_\_ and \_\_\_\_\_\_\_ to ensure that individuals are treated fairly and without prejudice or discrimination.

Answer: equality, diversity

1. The BSE industry acknowledges that individuals from diverse backgrounds bring \_\_\_\_\_\_\_ and \_\_\_\_\_\_\_ to the industry, which can positively impact innovation, productivity and overall success.

Answer: different perspectives, experiences

1. It is important for the BSE industry to ensure that all workers have equal access to opportunities for training, career progression and other benefits, regardless of their \_\_\_\_\_\_\_.

Answer: protected characteristic(s)

1. The BSE industry requires all employers to comply with the Equalities Act and actively promote \_\_\_\_\_\_\_ and \_\_\_\_\_\_\_ in the workplace.

Answer: equality, diversity